

## Evaluation Statement

Proposed Classification: Supervisory Wildlife Inspector, GS-1801-13

PN: S000309

Location: U.S. Fish and Wildlife Service  
Office of Law Enforcement

### References:

-Administrative Work in the Investigation, Investigation, Enforcement, and Compliance Group, GS-1800

-General Schedule Supervisory Guide HRCD-5 June 1998/April 1998

**Background:** The incumbent is a critical component of the national inspection program and serves as a Supervisory Wildlife Inspector, reporting to the Regional Agent-in-Charge (RAC). Incumbent is technically proficient in a variety of inspection and compliance activities and applies this knowledge to advise on inspection activities and priorities and to guide the work of subordinates. The incumbent works in consultation with the supervisor and/or a more senior specialist to set program parameters and to effect changes in policy, guidance, and business processes. In addition, the incumbent serves as the first-line supervisor over all Wildlife Inspectors assigned to the designated geographic area of responsibility.

**Series determination:** The purpose of the work is to ensure compliance with regulations and laws governing wildlife trade and to inform the public of protection laws with a view toward reducing violations of laws and crimes. This series covers positions which supervise, lead, or perform inspection, investigation, enforcement, or compliance work. This series is applicable when the work of the position is covered by two or more administrative occupations in the 1800 group and no one occupation is predominate; or is consistent with the occupational group but not covered by an established series in the 1800 group. Positions in the 1801 series require, as does the subject position, knowledge of U.S. laws and regulation, international laws and regulations governing fish and wildlife importation and exportation and knowledge of the principles and practices of compliance inspection procedures to monitor wildlife shipments in order to ensure compliance with U.S. and foreign wildlife protection laws. Therefore, the appropriate series for this position is 1801.

**Title determination:** Titles for positions assigned to the General Inspection, Investigation, Enforcement, and Compliance , GS-1801 may be constructed to reflect the specific purpose and knowledge requirements for the work. Since this position performs the full range of supervisory functions, the assigned title for this position is Supervisory Wildlife Inspector.

**Grade determination:** This position performs non-supervisory duties 60 percent of the time, and supervisory duties 40 percent of the time, the position must be evaluated separately using the appropriate classification criteria for each. The overall grade of the position is the higher level of either the non-supervisory or supervisory duties. The GSSG is used to evaluate the supervisory duties of this position, which provides evaluation criteria for determining the grade level of supervisory positions in grades GS-5 through GS-15. This guide uses a factor-point method that assesses six factors: program scope and effect, organizational setting, supervisory and managerial authority exercised, personal contacts, difficulty of typical work directed, and other conditions.

Nonsupervisory duties: The Administrative Work in the Inspection, Investigation, Enforcement, and Compliance Group, 1800, was used to evaluate the non-supervisory duties. This guide is written in the Factor Evaluation System format. The following is our evaluation of the grade level of the appellant's position.

#### Factor 1 - Knowledge Required by the Position

At level 1-8, the highest level described in the guide, assignments require an expert analyst. At this level, the analyst has mastered the application of a wide range of qualitative and/or quantitative methods for the assessment and improvement of program effectiveness or the improvement of complex management processes and systems. Work at this level requires comprehensive knowledge of the range of administrative laws, policies, regulations, and precedents applicable to the administration of one or more important public programs. Work at this level also requires knowledge of relationships with other programs and key administrative support functions within the employing agency or in other agencies.

This position exceeds Level 17, because the incumbent is a critical component of the national inspection program and serves as a Senior Wildlife Inspector who serves as a senior specialist for a Region, reporting to the RAC. Incumbent is technically proficient in a variety of complex inspection and compliance activities and applies this knowledge to give advice on inspection activities and priorities. The incumbent works in consultation with the supervisor to set program parameters and to effect changes in policy, guidance, and business processes. While this position does not entail conducting comprehensive formal management analysis studies employing elaborate and sophisticated statistical or analytical techniques that characterize many positions covered by the GS-343 series at this level, this position does required a comprehensive knowledge of state, Federal, and foreign laws, statutes, regulations, and treaties involving the take, transport, import, export, and humane shipment of wildlife to develops, analyzes, and evaluates new or modified program policies, regulations, goals, objectives regarding regional inspections. In addition, this position is required to: (1) define and institute new methods and strategies to meet key requirements and program objectives for the Service, (2) interpret and apply policies and guidance regarding inspections; and (3) serve as a subject matter authority in areas of inspection; which may involve reviewing and commenting on pending legislation or policy developed in Service headquarters, therefore meeting Level 1-8.

Level 1-8 (1550 points credited).

#### Factor 2 - Supervisory Controls

At level 2-4, within a framework of priorities, funding, and overall project objectives, the employee and supervisor develop a mutually acceptable project plan which typically includes identification of the work to be done, the scope of the project, and deadlines for its completion. Within the parameters of the approved plan, the employee is responsible for planning and organizing the study, coordinating, and conducting all phases of the project. Completed projects, reports, and recommendations are reviewed by the supervisor for compatibility with organizational goals, guidelines, and effectiveness in achieving intended objectives.

This position meets Level 2-4. The incumbent receives assignments through program discussions, e.g., conferences, or written directives that outline broad objectives. After making a preliminary study of the assignment, the incumbent outlines the objectives and boundaries, plans the resources needed, and coordinates plans with other jurisdictions. Incumbent is expected to be technically authoritative regarding inspection and control activities and performs tasks with a high

level of independence. Incumbent initiates studies, automated system improvements and new procedures and practices to improve the quality and quantity of inspection and control activities. The incumbent advises RAC on all aspects of the Region's inspection program including policy formulation. Performance is assessed based on results. Review of work typically is in the form of discussions at certain critical points of the assignment. Recommendations are normally accepted and approved.

This position does not meet the full intent of level 2-5, where the employee would be subject only to administrative and policy direction concerning overall project priorities and objectives, this is not the case in this position. The supervisor has a more active role in providing direction to the incumbent, therefore not meeting Level 2-5, the highest level for this factor.

Level 2-4 (240 points) credited.

### Factor 3 - Guidelines

At level 3-4, guidelines consist of general administrative policies and management and organizational theories which require considerable adaptation or interpretation for application to issues and problems studied. At this level, administrative policies and precedent studies provide a basic outline of the results desired, but do not specify the methods needed to accomplish the project. Administrative guidelines usually cover program goals and objectives of the employing organization. Within the context of broad regulatory guidelines, the employee may modify or develop more specific guidelines such as implementing regulations or methods for improving the effectiveness and productivity of operating programs.

This position meets level 3-4. Guidelines include a wide variety of laws, regulations, policies, procedures, enforcement letters, alerts and internal handbooks. The incumbent uses technical expertise, experience, and judgment in applying the guidelines appropriately. The incumbent recommends and/or develops new practices and procedures to improve inspection activities and to anticipate future needs. The incumbent is responsible for developing policy and guidance, including risk profiles, for use by inspectors.

This position does not meet level 3-5, where guidelines typically are limited to basic administrative policy statements.

Level 3-4 (240 points) credited.

### Factor 4 - Complexity

At level 4-5, the work consists of projects and studies which require analysis of interrelated issues of effectiveness, efficiency, and productivity. Typical assignments require developing detailed plans, goals, and objectives for the long-range implementation and administration of the program. The work is complicated by conflicting program goals and objectives which may derive from changes in legislative or regulatory guidelines, variations in the demand for program services, and the need to deal with subjective concepts such as value judgments. An example is analyzing agency requirements for resource management information systems for a nationwide medical care program, where the work involves developing the overall systems concepts, providing input on state-of-the-art systems design, defining new information requirements, and developing procedures and formats for timely and accurate reporting.

This position meets level 4-5. The work consists of: (1) developing, analyzing, and evaluating new or modified program policies, regulations, goals, objectives regarding regional inspections; (2) defining and instituting new methods and strategies to meet key requirements and program objectives for the Service; (3) interpreting and applying policies and guidance regarding inspections; (4) serving as an advisor to the RAC on regional and national inspection issues for the inspection program including making recommendations regarding long-range planning; (5) assisting the RAC in planning for evolving issues and changes in the complexity, variety and volume of wildlife trade or commerce; and (6) performing risk assessments using a variety of analytical tools and integrates information from a number of databases.

This position does not meet the scope and complexity intended at level 4-6, where the work concerns key agency programs and is of such breadth and intensity as to require a multi-discipline approach in which the analyst serves as the leader. At this level, the nature and scope of the issues dealt with are largely undefined and it is difficult to discern the intent of legislation and policies. The incumbents work is carried out in conformance with extensive laws and regulations which define the program area more so than what is characteristic of level 4-6.

Level 4-5 (325 points) credited.

#### Factor 5 - Scope and Effect

At level 5-4, the purpose of the work is to assess the productivity, effectiveness, and efficiency of program operations or to analyze and resolve problems in the staffing, effectiveness, and efficiency of administrative support and staff activities. Work at this level may also include developing related administrative regulations, such as those governing the allocation and distribution of personnel, supplies, equipment, and other resources, or promulgating program guidance for application across organizational lines or in varied geographic locations. The work contributes to the improvement of productivity, effectiveness, and efficiency in program operations or administrative support activities at different echelons or geographical locations, and may affect program plans and mission effectiveness at these echelons or locations.

The position meets level 5-4. The purpose of the work is to provide advice and guidance to the RAC regarding the Region's inspection program and to develop policy and guidance for the program. The incumbent serves as the program manager for the inspection program. The incumbent develops risk profiles, evaluates inspection activities and makes recommendations for improvement, and projects future needs. The work impacts both the quantity and quality of inspections performed and investigation information referred, as well as future increases in quality and quantity of inspection activities. The work impacts wildlife resources and impacts support from international community, private industry and the general public.

This position does not meet level 5-5, where the purpose of the work is to evaluate major administrative aspects of substantive, mission-oriented programs. The work of this position is to plan, manage, and successfully ensure that applicable U.S. laws, regulations, and agreements are enforced. The technical expertise provided by the incumbent is essential to the daily inspection and compliance program of the Service. The decisions made and actions taken by the incumbent directly affect international and interstate traffic in live wildlife, parts thereof, and wildlife products. The incumbent, by inspection and examination, determines the extent to which live wildlife, parts thereof, and wildlife products move freely into, out of, through, and within the United States. Actions taken by the incumbent impact directly on the Service's ability to meet and fulfill the international and national requirements established by statute and regulations, and relationships with domestic/foreign businesses, and/or other agencies and governments. Although wildlife

inspection program is important, the incumbent assists senior staff in the WO in developing and implementing this program, therefore the work of this position is not equivalent to the scope and effect of making significant contributions to a substantive, mission-oriented program. Work at Level 5-5, concerns developing new ways to resolve major administrative or technical problems and issues of professional or scientific programs, therefore not meeting Level 5-5.

Level 5-4 (225 points) credited.

#### Factor 6 and 7 - Personal Contacts and Purpose of Contacts

##### Personal Contacts

At level 3, contacts are with persons outside the agency which may include consultants, contractors, or business executives, in a moderately unstructured setting. This level may also include contacts with the head of the employing agency or program officials several managerial levels removed from the employee when such contacts occur on an ad-hoc basis.

Level 3 describes the nature of contacts for this position. Contacts are with criminal investigators and other Service personnel, Federal and state officials, Native American tribes, Departments of Interior and Justice Attorneys, private industry and the general public. Contacts include counterparts in other Region and in other agencies.

This position does not have contact with high-ranking officials outside the agency, such as other agency heads, top congressional staff officials, or mayors of major cities, in order to accomplish the work of the position, as required at level 4.

Level 6-3 is credited.

##### Purpose of Contacts

At level c, contacts are made to influence managers or other officials to accept and implement findings and recommendations on organizational improvement or program effectiveness. Contacts may involve resistance due to such issues as organizational conflict, competing objectives, or resource problems.

Level c describes the purpose of contacts for this position. The purpose of contacts is to advise the RAC and to serve as liaison with counterparts internal and external to the Service. Contacts are to inform, educate, and ensure the compliance of private industry and public with laws, regulations, policies, and procedures regarding the international trade of wildlife. Incumbent represents the Region as a technical expert in regional wildlife inspection activities. Contacts are for the purpose of training lower level inspectors, providing recommendations on current and future improvements, and providing authoritative reports and presentations.

The purpose of contacts for this position is not to justify or settle matters involving significant or controversial issues, as described at level d, therefore Level 7c is credited.

Level 3c (180 points) credited.

### Factor 8 - Physical Demands

This position exceeds Level 8-1. Even though the work is primarily sedentary in nature, the incumbent may be required to travel to inspection sites in order to conduct physical inspections of live animals and animal products always present hazards, often with the potential to be life threatening. At the inspection sites the WI's are not only subject to possible bites and scratches from animals, but also to potentially lethal envenomation by snakes, lizards, scorpions, etc. Inspectors may also be subject to exposure to disease (bioaerosols and blood borne pathogens) carried by primates and birds, such as hepatitis B, herpes B, psittacosis, histoplasmosis, or ebola virus. Inspectors may be exposed to hazardous chemicals, some of which are carcinogenic or known to cause liver and kidney damage or affect the nervous system. These chemicals are used as pesticides and/or preservatives on hunting trophies and fur skins. They may be subject to exposure to various communicable disease (i.e., tuberculosis) while conducting inspections or interviewing arriving international passengers, therefore meeting Level 8-2.

Level 8-2 (20 points) credited.

### Factor 9 - Work Environment

This position exceeds Level 9-1. While work is typically performed in an office setting, physical inspection of shipments takes place at carrier warehouses, container stations, passenger terminals, quarantine stations, and other facilities which are dispersed throughout the port of entry and may be many miles apart, therefore meeting Level 9-2.

Level 9-2 (20 points) credited.

### Summary:

Factor	Level	Points
Knowledge Required	1-8	1550
Supervisory Controls	2-4	450
Guidelines	3-4	450
Complexity	4-5	325
Scope and Effect	5-4	225
Personal Contacts	3c	180
Physical Demands	8-2	20
Work Environment	9-2	20
Total Points:		3220

The total of 3220 points falls within the GS-13 range (3155-3600).

The appropriate classification for the nonsupervisory work is GS-13.

**Supervisory Duties:** The supervisory duties of this position are evaluated by the use of the General Supervisory Guide (GSSG). The GSSG provides evaluation criteria for determining the grade level of supervisory positions in grades GS-5 through GS-15. This guide uses a factor-point method that assesses six factors: program scope and effect, organizational setting, supervisory and managerial authority exercised, personal contacts, difficulty of typical work directed, and other conditions. The following analysis is provided which reflects the evaluation of the supervisory duties of this position.

Factor 1 - Program Scope and Effect, FL 1-3, 350 pts

This factor assesses the general complexity, breadth, and impact of the program areas and work directed, including its organizational and geographic coverage. It also assesses the impact of the work both within and outside the immediate organization. To assign a factor level, the criteria dealing with both scope and effect, as defined below, must be met.

#### Scope

Scope addresses the general complexity and breadth of the program directed and the work directed, the products produced, or the services delivered. The geographic and organizational coverage of the program within the agency structure is included under scope.

At Level 1-2a the program segment or work directed is administrative, technical, complex clerical, or comparable in nature. The functions, activities, or services provided have limited geographic coverage and support most of the activities comprising a typical agency field office, an area office, a small to medium military installation, or comparable activities within agency program segments.

Level 1-3a discusses directing a program segment that performs technical, administrative, protective, investigative, or professional work. The program segment and the work directed typically have coverage which encompasses 1) a major metropolitan area, a State, or a small region of several States; or, 2) when most of an area's taxpayers or businesses are covered, coverage comparable to a small city. A third situation that falls at this level involves providing complex administrative or technical or professional services directly affecting a large or complex multi-mission installation. According to the General Schedule Supervisory Guide, a "complex, multi-mission installation" or a group of several organizations (directly supported by the position under evaluation) includes four or more of the following: (1) a garrison; (2) a medical center or large hospital and medical laboratory complex; (3) annual multimillion dollar construction, civil works, or environmental cleanup projects; (4) a test and evaluation center or research laboratory of moderate size; (5) an equipment or product development center; (6) a service school; (7) a major command higher than that in which the servicing position is located or a comparable tenant activity of moderate size; (8) a supply or maintenance depot; or equivalent activities.

The SWI manages the Wildlife Inspection program's enforcement and administration of Federal, State, and Internal law and regulations governing the importation, exportation, interstate commerce, legal take of wildlife and wildlife products, and the humane transport of live wildlife. The SWI work directly supports the OLE mission by working in cooperation with U. S. Customs and Department of Agriculture inspectors to monitor wildlife trade and stop illegal shipments.

The geographic dispersion and the variety of functions carried out by the SWI, (i.e., directing the Service's Wildlife Inspection Program located at one or more ports of entry and their vicinities) does not meet the full intent of Level 1-3a, because the program segment and the work directed does not have the geographical or organizational coverage envisioned at Level 1-3a.

In addition, the use of the term "Multi-agency jurisdiction" within the position description is not comparable to the criterion described in the GSSG for a "large or complex multi-mission installation. This position does not meet Level 1-3a.

Level 1-2a is credited for scope.

#### Effect

Effect addresses the impact of the work, the products, and/or the programs described under scope on the mission and programs of the customer, the activity, and other activities in or out of government, the agency, other agencies, the general public, or others.

At Level 1-2b, the services or products support and significantly affect installation level, area office level, or field office operations and objectives, or comparable program segments; or provide services to moderate local or limited populations of clients or users comparable to a major portion of a small city or rural county.

At Level 1-3b, the activities, functions, or services accomplished directly and significantly impact a wide range of agency activities, the work of other agencies, or the operations of outside interests (e.g., a segment of a regulated industry), or the general public. At the field activity level (involving large, complex, multimission organizations and/or very large serviced populations), the work directly involves or substantially impacts the provision of essential support operations to numerous, varied, and complex technical, professional, and administrative functions.

Level 1-2b is assigned, because the work impacts the functions of other agencies and the general public to a limited extent. The SWI work directly supports the OLE mission by working in cooperation with U. S. Customs and Department of Agriculture inspectors to monitor wildlife trade and stop illegal shipments. This position oversees work that make decisions on whether wildlife should be allowed to enter or leave the United States may affect the health and safety of indigenous wildlife populations as well as the present and future ability of international wildlife resources to withstand commercial and non-commercial exploitation. In addition this position impacts the activities of other agencies such as Public Health Service, Food and Drug Administration, and State conservation departments. However, the coordination does not have a direct and significant impact on the work of these agencies as envisioned at Level 1-3b. The last criterion under Level 1-3b does not apply as the program of this position, because the program does not involve the provision of essential support operations to large, complex, multimission organizations or very large serviced populations (see criterion described in Level 1-3a).

Level 1-2b is credited for effect.

Therefore, both the Scope and Effect are properly evaluated at Level 1-2.

#### Factor Level 2-2 -- 250 points

The position is accountable to a position that is one reporting level below the first SES, flag or general officer, or equivalent or higher level position in the direct supervisory chain. The incumbent reports to the Resident Agent in Charge, which is one reporting level below the Chief, Office of Law Enforcement an SES position, therefore meeting Level 2-2.

#### Factor Level 3-2 -- 450 points

This position meets level c: The incumbent:

- Plans work to be accomplished by subordinates, set and adjust short-term priorities, and prepare schedules for completion of work;
- Assigns work to subordinates based on priorities, selective consideration of the difficulty and requirements of assignments, and the capabilities of employees;
- Evaluates work performance of subordinates;
- Gives advice, counsel, or instruction to employees on both work and administrative matters;
- Interviews candidates for positions in the unit; recommend appointment, promotion, or reassignment to such positions;
- Hears and resolves complaints from employees, referring group grievances and more serious unresolved complaints to a higher level supervisor or manager;
- Effects minor disciplinary measures, such as warnings and reprimands, recommending other action in more serious cases;



- Identifies developmental and training needs of employees, providing or arranging for needed development and training;
- Find ways to improve production or increase the quality of the work directed;
- Develop performance standards.

This position does not meet Level 3-3a, because the incumbent does not exercise delegated managerial authority to set a series of annual, multiyear, or similar types of long-range work plans and schedules for in-service or contracted for. The incumbent does not ensure implementation of goals and objectives by lower or subordinate organizational units or others. Nor is the incumbent involved with high level program officials in the development of overall goals and objectives for assigned staff functions, programs, or programs segments.

This position does not meet Level 3-3b; typically, this level applies to second-level supervisors, where the work is so complex that it requires using two or more subordinate supervisors. There are situations where this level would apply to first level supervisors, for example, organizations with sufficient subordinate staff and workload to warrant teams under matrix management, committees, self-directed teams, task forces, etc, none of which applies to this position. Therefore, Level 3-2c is properly assigned.

#### Subfactor Level 4A-2 -- 50 points

Frequent contacts comparable to any of those below meet this level. Contacts are with:

- members of the business community or the general public;
- higher ranking managers, supervisors, and staff of program, administrative, and other work units and activities throughout the field activity, installation, command (below major command level) or major organization level of the agency;
- representatives of local public interest groups;
- case workers in congressional district offices;
- technical or operating level employees of State and local governments;
- reporters for local and other limited media outlets reaching a small, general population.

Contacts may be informal, occur in conferences and meetings, or take place through telephone, televised, radio, or similar contact, and sometimes require nonroutine or special preparation.

Intra-agency personal contacts for this position include other wildlife inspectors and special agents. Other contacts for this position include U.S. Customs Service officials; inspectors, patrol officers, and agents; U.S. Department of Agriculture officials, Veterinary Services personnel, and Plant Protection and Quarantine inspectors; U.S. Department of Commerce officials; export control personnel, and National Marine Fisheries Service agents; U.S. Public Health Service inspectors, Food and Drug Administration personnel, and state conservation officers involved in activities concerning importation, exportation, and interstate commerce of wildlife. Private sector contacts include Customs house brokers, carrier representatives, warehousemen, truckers, importers and exporters of wildlife, and international traveling passengers.

The level of contacts for this position exceeds Level 4A-1, where contacts at this level are with subordinates within the organizational unit(s) supervised, with peers who service comparable units, union shop stewards, and/or administrative and other support activities within the same organization.

The level of contacts for this position meets the 4A-2 level, because at this level the employee has frequent contacts with members of the business community or general public; higher ranking managers, supervisors, and staff of program, administrative, and other work units throughout the

field activity; representatives of local public interest groups; case workers in congressional district offices; technical or operating level employees of State and local governments; or reporters for local and other limited media outlets. These contacts may be informal, occur in conferences and meetings, or through telephone, televised, radio, or similar contact, and sometimes require special preparation.

The level of contacts for this position does not meet Level 4A-3, where contacts are frequently with high ranking personnel, key staff of public interest groups, journalists, congressional staff, contracting offices; etc., which often requires extensive preparation of briefing materials or up-to-date technical familiarity with complex subject matter. Therefore, Level 4A-2 is properly assigned.

#### Subfactor Level 4B-2 -- 75 points

The purpose of contacts is to ensure that information provided to outside parties is accurate and consistent; to plan and coordinate the work directed with that of others outside the subordinate organization; and/or to resolve differences of opinion among managers, supervisors, employees, contractors or others.

This position exceed Subfactor Level 4B-1, because at this level the purpose of the contacts is to discuss work efforts for providing or receiving services, to exchange factual information; and to provide training, advice and guidance to subordinates.

The purpose of contacts for this position are with other federal and state officials and persons in the private sector are contacts are to gather and exchange data and information, to persuade or influence others to adapt desired courses of action, or to exercise various regulatory controls and authorities; and to familiarize the incumbent with their functions and responsibilities pertaining to the importation, exportation, and shipment of wildlife in interstate commerce.

This position does not meet Subfactor Level 4B-3. In order to credit this level all three criteria, representing the project, program segment(s), or organizational unit(s) directed, obtaining or committing resources; and gaining compliance with established policies. The incumbent does not have the responsibility and authority to obtain or commit resources. Therefore, Level 4B-2 is properly assigned.

#### Factor Level 5-6 -- 800 points

Base level of work

GS-11 or equivalent	5-6	800
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#### Factor Level 6-4a -- 1120 Points

Supervision at this level requires substantial coordination and integration of a number of major work assignments, projects, or program segments of professional, scientific, technical, or administrative work comparable in difficulty to the GS-11 level. For example, such coordination may involve work comparable to one of the following:

- identifying and integrating internal and external program issues affecting the immediate organization, such as those involving technical, financial, organizational, and administrative factors;
  - o integrating the work of a team or group where each member contributes a portion of the analyses, facts, information, proposed actions, or recommendations; and/or ensuring compatibility and consistency of interpretation, judgment, logic, and application of policy;
  - o recommending resources to devote to particular projects or to allocate among program segments;

- leadership in developing, implementing, evaluating, and improving processes and procedures to monitor the effectiveness, efficiency, and productivity of the program segment and/or organization directed;
- reviewing and approving the substance of reports, decisions, case documents, contracts, or other action documents to assure that they accurately reflect the policies and position of the organization and the views of the agency.

This position exceeds: (1) Level 6-3a, because at this level the supervision and oversight requires coordination, integration, or consolidation of administrative, technical or complex technician or other support work comparable to the GS-09 or 10, or work at the GS-07 or 08 level where the supervisor has full and final technical authority over the work; and (2) Level 6-3b, because at this level the position directs subordinate supervisors over position in grades GS-07 or GS-08, which is the case for this position..

This position does not meet: (1) Level 6-5a, because supervision and oversight at this level requires significant and extensive coordination and integration of work comparable in difficulty to the GS-12 level, (2) Level 6-5b, because at the level the supervisor directs highly technical, professional, and administrative, or comparable work at the GS-13 level, and (3) Level 6-5c, because the supervisor directs the work through subordinate supervisors/contactors who each direct substantial workloads comparable to the GS11 level, which is not the case for this position. Therefore, Level 6-4a is properly assigned.

POSITION CLASSIFICATION STANDARDS	
FES EVALUATION STATEMENT - Supervisory	
Title Series and Grade	<b>Supervisory Wildlife Inspector, GS-1801-13</b>
Organization	Office of Law Enforcement
Position #	NOTE: Grade determined using a base level of GS-11

Evaluation Factors		Points Assigned	Standards Used (BMK#, FL#, etc.)
1. PROGRAM SCOPE AND EFFECT		350	1-2
2. ORGANIZATIONAL SETTING		250	2-2
3. SUPERVISORY AND MANAGERIAL AUTHORITY EXERCISED		450	3-2c
4. PERSONAL CONTACTS		50 75	4A-2 4B-2
5 DIFFICULTY OF TYPICAL WORK DIRECTED		800 (GS-11)	5-6
6. OTHER CONDITIONS		1120	6-4a
SUMMARY	Total Points	3095	
	Grade Conversion (2755-3150 = GS-12)	GS-12	

Conclusion: The grade level based on nonsupervisory work is GS-13; the grade level based on supervisory work falls within the point range for GS-12. The appropriate classification for this work is Supervisory Wildlife Inspector, GS-1801-13.

# Position Designation of National Security and Public Trust Positions

## *Position Designation Record*

**Agency** Department fo the Interior/U.S. Fish and Wildlife Service

**Position Title** Supervisory Wildlife Inspector

**Series and Grade/Pay Band** GS-1801-13

**Position Description Number** S000309

Duties	Degree of Potential for Compromise or Damage
<i>Other activities demanding a degree of public trust</i>	Moderate impact
<b>Comments:</b>	Serves as a technical authority in the inseption and compliance ares on highly complex and sensitive inspection/compliacne issues/policies.

Adjustment for program designation and level of supervision	
<i>Adjustment for Scope of Program and Correlation to Extent of Impact (see definitions)</i>	Worldwide or government-wide impact
<i>Adjustment for level of supervision or other controls</i>	Limited or no supervision - ability to act independently in almost all areas almost all of the time

Designation Level	Suitability	
	Investigation Required	Form Required
<b>Tier 3</b>	<b>BI</b>	<b>SF 85P</b>

Total Points Designation	
<b><i>Total Initial Position Designation Points from Step 2</i></b>	10
<b><i>Adjusted Position Designation Points from Step 3</i></b>	50

Signature: Joyce M. Hayes Date: 4/27/2009  
Name: Joyce M. Hayes, HR Specialist

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